



भारतीय प्रौद्योगिकी संस्थान कानपुर
INDIAN INSTITUTE OF TECHNOLOGY KANPUR
प्रशासन विभाग
ADMINISTRATION SECTION

पो. आई.आई.टी. कानपुर -208016 (उ.प्र.), भारत
PO. IIT KANPUR-208016 (UP), INDIA

No. Estt./OO/2008/IITK/976
Date : October 16, 2008

OFFICE ORDER

Subject: **Implementation of the 6th Central Pay Commission in the Institute.**
Referecne: Office Memorandum of MHRD bearing No. 10-15/2008-TS.1 dated 06.10.2008

Consequent upon the issuance of the notification by the Government of India for implementation of the 6th Central Pay Commission, the MHRD vide its Office Memorandum referred above had advised the Institute to implement the above provisions. The pattern of the Pay Band and Grade Pay, as mentioned in the report of the 6th Pay Commission, as applicable in the IIT system (for non-academic staff), is as under. The Competent Authority of the Institute has approved the following in the light of the above advice of the MHRD.

1. **Revised Pay Band and Grade Pay for posts carrying present scale in Group 'A', 'B', 'C' & 'D'**

Present Scale (In Rs.)			Revised Pay Structure (In Rs.)		
Sl. No.	Post/ Grade	Present Scale	Name of Pay Band / Scale	Corresponding Pay Bands / Scales	Corresponding Grade Pay
(1)	(2)	(3)	(4)	(5)	(6)
1	S-1	2550-55-2660-60-3200	-1S	4440-7440	1300
2	S-2	2610-60-3150-65-3540	-1S	4440-7440	1400
3	S-3	2650-65-3300-70-4000	-1S	4440-7440	1650
4	S-4	2750-70-3800-75-4000	PB-1	5200-20200	1800
5	S-5	3050-75-3950-80-4590	PB-1	5200-20200	1900
6	S-6	3200-85-4900	PB-1	5200-20200	2000
7	S-7	4000-100-6000	PB-1	5200-20200	2400
8	S-8	4500-125-7000	PB-1	5200-20200	2800
9	S-9	5000-150-8000	PB-2	9300-34800	4200
10	S-10	5500-175-9000	PB-2	9300-34800	4200
11	S-12	6500-200-10500	PB-2	9300-34800	4200
12	S-14	7500-250-12000	PB-2	9300-34800	4800
13	S-15	8000-275-13500	PB-2	9300-34800	5400
14	New Scale	8000-275-13500 (Group A Entry)	PB-3	15600-39100	5400
15	S-19	10000-325-15200	PB-3	15600-39100	6600
16	S-23	12000-375-18000	PB-3	15600-39100	7600
17	S-24	14300-400-18300	PB-4	37400-67000	8700
18	S-26	16400-450-20000	PB-4	37400-67000	8900
19	S-28	14300-450-22400	PB-4	37400-67000	10000

Cont'd....



भारतीय प्रौद्योगिकी संस्थान कानपुर

INDIAN INSTITUTE OF TECHNOLOGY KANPUR

प्रशासन विभाग

ADMINISTRATION SECTION

पौ. आई.आई.टी. कानपुर -208016 (उ.प्र.), भारत
PO. IIT KANPUR-208016 (UP), INDIA

-- 2 --

2. The above fitment shall be applicable w.e.f. 01.01.2006 and extended to only such employees who are on the roll of the Institute as on 01.10.2008.
3. Further, the employees who were recruited in a certain pre-revised scales of pay with or without advance increments on or after 01.01.2006 would be placed in the appropriate pay band with admissible grade pay as given in the Section-II (Part A) of the CCS (RP) Rules, 2008 and no advance increment would be admissible in the revised pay band.
4. If any assessment or up-gradation/ change of designation etc. has been granted to an employee after 31.12.2005, the same shall be scaled back to the position of the employee as held on 31.12.2005 and in this connection, further orders of the MHRD shall be awaited.
5. The financial benefits with regard to fitment/ assessment/ up-gradation etc. that may have been granted to the employees after 31.12.2005, the same shall be scaled back to the position of the employee as held on 31.12.2005 and in this connection, further orders of the MHRD shall be awaited.
6. The scale of pay of Rs. 12000-420-18300 and Rs. 16400-450-20900-500-22400 are not identical to the scale mentioned in the 6th CPC. Therefore, for time being, pay band and grade pay shall be fixed corresponding to Rs. 12000-375-18000 and Rs. 14300-22400 respectively. Further, their matter shall be referred to the MHRD for further clarification and guidelines.
7. (a) DA shall be granted as per the notification No. 1(3)/2008-E-II(B) dated 29.08.2008 issued by Govt. of India.
(b) Traveling Allowance shall be granted as per the notification F. No. 19030/3/2008-E.IV dated 23.09.2008.
(c) Leave Travel Concession (LTC) shall be granted as per the notification F. No. 31011/4/2008-Estt.(A) dated 23.09.2008.
8. **Date of next increment** : There will be a uniform date of annual increment, viz. 1st July of every year. Employees completing 6 months and above in the revised pay structure as on 1st July will be eligible to be granted the increment. The first increment after fixation of pay on 01.01.2006 in the revised pay structure will be granted on 01.07.2006 for those employees for whom the date of next increment was between 1st July, 2006 to 1st January, 2007. In case of PB-3, variable rate of increment at 3% and 4% shall be disbursed according to the performance of the officials and the strength of such officials shall not exceed more than 20% of total strength.

Cont'd....



भारतीय प्रौद्योगिकी संस्थान कानपुर
INDIAN INSTITUTE OF TECHNOLOGY KANPUR

प्रशासन विभाग

ADMINISTRATION SECTION

पो. आई.आई.टी. कानपुर -208016 (उ.प्र.), भारत
PO. IIT KANPUR-208016 (UP), INDIA

-: 3 :-

9. 40% of the arrears accrued and generated (on account of the pay fixation of the revised pay scales due to the implementation of the 6th CPC) shall be disbursed in the current financial year 2008-09. However, the remaining 60% of the arrears shall be disbursed in the next financial year, i.e, 2009-2010.
10. **Allowances:**
- (i) HRA, Transport allowance, Deputation allowance, NPA, Spl. allowance for small family norms, Educational allowances were at par with the Central Govt. and therefore, these allowances need be continued in future also and shall be disbursed as per the Government of India norms w.e.f. 01.09.2008.
- (ii) Other allowances such as OTA, shift allowance, patient care allowance etc. and perks granted to the employees of the Institute due to the specific nature of jobs which were not identical to other Central Govt. employees, their applicability and eligibility need to be examined for which suitable Committee be constituted and the terms of reference of the aforesaid Committee should have the applicability in line with the previous rates as were being paid to the employees of the IITs system. Thus, these allowances shall be discontinued with immediate effect till further orders.

The Deputy Registrar (Admin.) and Deputy Registrar (F & A) are directed to take necessary actions to implement the above Office Order.

S. S. Kashalkar
Sanjeev Kashalkar
Registrar

Copy to:

1. Director
2. Deputy Director
3. Heads of Departments/ Sections/ Units
4. All Deputy Registrars
5. Notice Boards
6. Web Master